

MAINE STATE LEGISLATURE

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Date:

5/23/25

Majority

(Filing No. H-266)

LABOR

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STATE OF MAINE
HOUSE OF REPRESENTATIVES
132ND LEGISLATURE
FIRST SPECIAL SESSION

COMMITTEE AMENDMENT "A" to H.P. 24, L.D. 60, "An Act to Allow Employees to Request Flexible Work Schedules"

Amend the bill in section 1 in sub-c. 13 in §879-A in subsection 1 in paragraph C in subparagraph (8) in the first line (page 1, line 24 in L.D.) by striking out the following: "or"

Amend the bill in section 1 in sub-c. 13 in §879-A in subsection 1 in paragraph C in subparagraph (9) in the last line (page 1, line 27 in L.D.) by striking out the following: "employment." and inserting the following: 'employment; or'

Amend the bill in section 1 in sub-c. 13 in §879-A in subsection 1 in paragraph C by inserting after subparagraph (9) the following:

'(10) Reduction in site staffing that creates less safe working conditions for other employees.'

Amend the bill in section 1 in sub-c. 13 in §879-A in subsection 2 in the 7th line (page 1, line 34 in L.D.) by inserting after the following: "schedule." the following: 'If the employer grants the request by the employee for a flexible work schedule, the employee and employer shall mutually agree on the duration of time and the terms of that flexible work schedule. The written correspondence provided to the employee indicating the employer's approval of the flexible work schedule terms and conditions must be construed as a mutual agreement between the employee and employer.'

Amend the bill in section 1 in sub-c. 13 in §879-A in subsection 2 in the last 3 lines (page 1, line 37 and page 2, lines 1 and 2 in L.D.) by striking out the following: "If the employer grants the request by the employee for a flexible work schedule, the employee and employer shall mutually agree on the duration of time and the terms of that flexible work schedule."

Amend the bill by inserting after section 1 the following:

'Sec. 2. Appropriations and allocations. The following appropriations and allocations are made.

LABOR, DEPARTMENT OF

Regulation and Enforcement 0159

Initiative: Provides ongoing funds for one half-time Labor and Safety Inspector position and related All Other costs to address an anticipated increase in complaints regarding requests for flexible work schedules.

GENERAL FUND	2025-26	2026-27
POSITIONS - LEGISLATIVE COUNT	0.500	0.500
Personal Services	\$47,254	\$64,721
All Other	\$4,565	\$6,087
GENERAL FUND TOTAL	\$51,819	\$70,808

Amend the bill by relettering or renumbering any nonconsecutive Part letter or section number to read consecutively.

SUMMARY

This amendment, which is the majority report of the committee, amends the bill by providing employers the authority to deny a flexible work schedule because less safe working conditions would be created by a reduction in site staffing. The amendment also requires the employer and employee to have written correspondence indicating the agreed-upon flexible work schedule.

FISCAL NOTE REQUIRED

(See attached)

**132nd MAINE LEGISLATURE****LD 60****LR 105(02)****An Act to Allow Employees to Request Flexible Work Schedules****Fiscal Note for Bill as Amended by Committee Amendment****Committee: Labor****Fiscal Note Required: Yes****A (H-266)**

Fiscal Note

	FY 2025-26	FY 2026-27	Projections FY 2027-28	Projections FY 2028-29
Net Cost (Savings)				
General Fund	\$51,819	\$70,808	\$73,332	\$75,955
Appropriations/Allocations				
General Fund	\$51,819	\$70,808	\$73,332	\$75,955

Fiscal Detail and Notes

This bill includes ongoing General Fund appropriations of \$51,819 in fiscal year 2025-26 and \$70,808 in fiscal year 2026-27 to the Department of Labor for one half-time Labor and Safety Inspector position and related All Other to address an anticipated increase in complaints regarding requests for flexible work schedules. This fiscal note assumes an effective date of October 1, 2025.